

# LABOR CLARION

Official Journal of the San Francisco Labor Council

Vol. XLI

San Francisco, November 13, 1942

No. 41

## Job Freezing Proposal Shelved Pending Survey by Union Representatives of Available Labor Supply

President Roosevelt shelved proposals for immediate job freezing legislation after the leaders of organized labor convinced him such a step is still premature.

William Green, president of the American Federation of Labor, announced after conferring with the President at the White House that the A.F.L. and C.I.O. had promised the President to make a survey of available manpower and womanpower immediately. In the meantime, Green said, as spokesman for the Combined Labor War Board, plans for job drafting and job freezing will be held in abeyance.

### Should Avoid Regimentation

"We told the President that compulsion and regimentation should be avoided until we have exhausted our present labor supply," the A.F.L. official said. "We must proceed to recruit workers for war industry on a democratic basis and use the available supply of labor more intelligently and more effectively. We told the President, however, that if the time comes when job freezing is clearly needed for the success of the war effort, labor will support such a program." He emphasized that no one yet knows how many women can be counted upon to take jobs to replace men drafted into the armed services.

On the following day, President Green went a step further in testifying before a subcommittee of the Senate education and labor committee by advocating immediate registration of all women between the ages of 18 and 55 to determine their work experience, training and availability for industrial employment.

### Questionnaires Never Tabulated

He urged that additional funds be supplied to the U. S. Employment Service to carry on this registration and to expedite the tabulation of the work questionnaires made out some time ago by men from the ages of 20 to 65 who were registered under Selective Service. Lack of funds has delayed this tabulation, he revealed.

"With this information," Green continued, "the Manpower Administrator would be in a position to mobilize voluntary co-operation and direct workers to where they are most needed. Knowledge of war industry needs would provide the basis of deferment."

There are still 1,700,000 unemployed who can be drawn into war industry, it was emphasized; also there are more than 45,000,000 persons over 14 who are not yet in the labor force. Of these 8,300,000 are males and 36,800,000 are women. Job freezing should not be resorted to until these surpluses are absorbed, Green insisted. He added:

### Would Add to Confusion

"We know full well what employment control will mean in terms of human freedom and shall expect the right of representation in making those decisions which formerly were our exclusive prerogatives. To grant more authority before there is need, experience and machinery for utilizing it will but add to existing confusion and discontent. To tie workers to their jobs, denying them the right of self-betterment while employers can make private profits out of this situation, is revolting to free men. There is much to be organized and put in order so that first we can achieve full voluntary co-operation."

Meanwhile, the White House last Tuesday released a long-awaited committee report which called on gov-

ernment, labor and management to carry out immediately—without a labor "draft" age—fourteen recommendations for bolstering the manpower program. There was no White House comment on the report.

The report was drafted by the War Manpower Commission's labor-management policy committee. The committee began work on the report last August 14. Headed by Civil Service Commissioner Arthur S. Fleming, it is composed of seven labor and seven management members. The committee report made seven recommendations for government action on one hand, and seven for labor and management on the other.

### Summary of Recommendations

As reported in press dispatches, in the committee report the *Government* was urged:

1. To authorize the chiefs of staffs of the armed forces, the Lend-Lease Administration, War Production Chief Nelson and War Manpower Chief McNutt to determine the "over-all manpower program."
2. To transfer the Selective Service System to W.M.C., centralizing in the latter all authority for administration of the program.
3. To order the armed forces to stop all voluntary enlistments.

### Men with Special Skills

4. To instruct McNutt to delegate authority to Selective Service to recruit through "special calls" men with specialized skills needed by the armed forces.
5. To authorize W.M.C. to direct and co-ordinate all war training programs, both civilian and military, if they are being conducted in non-military educational institutions.
6. To authorize W.M.C. "to regulate hiring, rehiring"

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## To Register Women for Work in War Industries

The A.F.L. News Service states that registration of women throughout the nation to determine the available supply of womanpower for jobs in industry to replace men drafted for military service will be undertaken in the near future by the Government.

Secretary of Labor Frances Perkins estimated that at least 3,000,000 women must be recruited into the nation's labor force in the next twelve months to prevent labor shortages.

Registration of women was suggested by President Roosevelt at a White House press conference as a means of determining skills and availability for employment. Until such a poll is undertaken, the Government can get no really accurate information on the possible extent of replacements.

The national labor force now engaged in non-agricultural jobs reached an all-time high of 38,303,000 employees by September 15, the Bureau of Labor Statistics announced. Secretary Perkins predicted that 4,500,000 new workers would be needed by the end of 1943 in war industries, of whom two-thirds would have to be women.

She estimated that 13,000,000 women are now employed in industry and that many millions more who are not now employed are able and willing to take jobs, thereby releasing men for fighting duty.

## San Francisco Butchers' Union Official Protests Present Rationing System

In a very significant communication, Milton S. Maxwell, the well known San Francisco official of the Amalgamated Meat Cutters and Butcher Workmen of North America, has brought to the attention of federal authorities the inadequacy and unfairness of the present voluntary meat rationing system.

Maxwell is recognized as one of the able executives of the labor movement on the West Coast, and as being forthright in his utterances when, after thorough investigation, a given situation demands. He is a vice-president of the Amalgamated, and also is president of the Western Federation of Butchers.

### Unfair to Public

In addition to the opinions expressed in his letter, discussing generally the existing meat rationing system Maxwell declared that in practice it is violative of all sense of justice to the public as a whole and calls for immediate remedial measures. Acting upon his conviction, Maxwell forwarded a protest to Secretary of Agriculture Claude Wickard and Price Administrator Leon Henderson. The complete text of his communication, which was identical to both officials, was as follows:

"Honorable Sir:

"I, the undersigned, as president of the Western Federation of Butchers of California and also as international vice-president of the Amalgamated Meat Cutters and Butcher Workmen of North America (A.F.L.), have had an opportunity to view at first hand the present governmental policy of voluntary meat rationing throughout the United States, particularly as applicable to the State of California, and desire to bring to your attention the inadequacy and unfairness of the system.

### Situation in California

"Not only does the order to curtail the kill of livestock fail to take into consideration the increased population of California, due to it being a highly industrialized State on a war manufacturing basis, but as a result of this reduction in the 'kill' order, there has resulted in California confusion, and undue and unwise shortage of meat, even below the so-called two and one-half pounds per person per week.

"Also as a result of the public, and futile, voluntary system, which is not being observed, partiality and favoritism are shown to some meat shops and people, whereby they get abnormal allowances of meat, and thus deprive others of even the purported normal allotment of two and one-half pounds per person per week.

### Additional Evidence

"As a further evidence of the failure of the voluntary system, we direct attention to the fact that hotels and restaurants, and groupings in general, have been vieing with each other as to whether they are going to have a meatless Tuesday or Friday, or a meatless Tuesday and Friday, or any meatless days. Some conform and some do not. It goes without saying, of course, that from a business competitive point of view this is wholly unfair. But since there is no regulation concerning the same, each firm is at liberty to do as it pleases. This must be stopped, and it can only be stopped by federal regulation.

"The undersigned, and the organizations he represents, feel that the voluntary meat rationing system

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## Union Official Protests Present Rationing System

(Continued from Page One)

has wholly failed to serve the cause that it was intended to accomplish, and that meat rationing should be immediately placed under federal regulation, with a definite coupon-book allowance to each person of two and one-half pounds per person per week. Though we regret to observe that the voluntary system does not function we recognize the fact that the federal government has long ago reached this conclusion and for that reason has found it necessary to define the regulation of sugar allowance, tire and gas allowance, etc. We feel that the food situation is equally, if not more important, and necessitates similar definite and unqualified regulation. We earnestly petition you, Honorable Sir, to take the necessary steps to immediately bring about a federal order and regulation through the coupon system of two and one-half pounds per person per week, in connection with meat.

### People Will Accept

"Further, I realize that rationing of meat at two and one-half pounds per person has its ramifications; nevertheless, all regulations that have for their purpose the winning of this war will not have universal approval from those engaged in the industry. However, all the people of this country of ours, I know, will accept those regulations when applied equitably."

### Dedicate Andrew Furuseth Club

In New York City the Andrew Furuseth Club for the exclusive use of the American seamen was dedicated at 30 East Thirty-seventh street in a ceremony which included many prominent persons, including Mayor La Guardia, to pay tribute not only to the men who go to sea today but also to those who have fallen in line of duty, and to the father of organized maritime labor, Andrew Furuseth.

The club, sponsored by the United Seamen's Service, is fully equipped with restaurant, reception room, and lounge, library and writing room, and other services, including medical care of the seamen.

Harry Collins, representing the Seafarers' International Union, said he was "glad to see that at last the merchant seamen are coming into their own."

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### OVERTIME WORK AUTHORIZED

Overtime pay for overtime work on war housing has been authorized by Commissioner Emmerich of the Federal Public Housing Authority in all cases where the regional director "has assurance that the overtime work will materially advance the project completion date."

### USE CONDEMNED FOODSTUFFS

Condemned foodstuffs seized by the federal or state governments will be turned into glycerine for use in manufacturing explosives. Already there is confiscated thousands of pounds of condemned butter, soy beans, olive oil, and others foods from which fats can be extracted for production of glycerine.

### Rescue Drill at Labor Temple

The Civilian Defense Council gave a demonstration and practice drill of its rescue duties at the Labor Temple last Monday evening, occupying some 45 minutes.

The auxiliary fire and police, together with the squads of first-aid men and women participated, and drew an interested crowd of witnesses.

Hose lines were run to the upper floors of the Temple, by the firemen, and three "seriously injured victims" were removed from the building. One of these removals was accomplished through a window and lowering from the fire escape, in a chair to which a rope was attached. The others were carried out on stretchers, and all were placed in emergency ambulances, these vehicles being provided by the Cerciati Laundry and manned by its regular drivers.

The "victims" were then taken to hospitals, where the procedure of caring for an injured person was followed through by the doctors and nurses.

## Death Claims Federation Of Musicians' Secretary

Fred W. Birnbach, international secretary of the American Federation of Musicians since 1936, died at a hospital in Minneapolis last week, at the age of 52.

Birnbach became ill during the Federation's convention in Dallas, last June, and went to Minneapolis in August. Formerly secretary of the Minneapolis Musicians' Association, he went to New York about ten years ago to take a position with the international union. His home was in New York City and his office in Newark, N. J.

Born in Minnesota, Birnbach was an orchestra clarinetist and pianist before becoming active in union affairs. His wife, the former Miss Helen Westlake Ashwin, is a singer known professionally as Helen Westlake. She was with him when he died.

In 1932, Birnbach declared that the development of sound motion pictures had "mechanized the theater, the drama, the opera and even the art of music itself."

## Job Freezing Proposal Shelved Pending Survey

(Continued from Page One)

ing, solicitation and recruitment in labor shortage areas."

7. To strengthen W.M.C.'s operating organization through congressional grants of additional funds and removal of personnel restrictions now handicapping the agency's activities.

### In Labor-Employer Field

Labor-management interests were asked by the committee:

1. To comply uniformly with W.M.C. policies and directives.

2. To eliminate "wasteful labor turnover in civilian war activities."

3. To speed up transfers of workers from non-essential to essential jobs.

4. To increase mobilization, training and employment of unemployed workers capable of filling essential jobs.

5. To improve utilization of the skills and capacities of workers now engaged in essential activities.

6. To accelerate release to the armed forces of men within the military age limits who can be replaced in essential activities by persons not eligible for military service.

### Eliminate "Barriers"

7. To eliminate all "barriers, restrictions and obstructions" interfering with maximum use of available manpower resources. Officials said this referred to hiring discrimination against women, the aged and handicapped, loyal aliens, and minority races.

The report did not discuss the question of compulsory registration of women.

### Confidence in Voluntary Co-operation

In order to reach its goal of 62,500,000 persons in essential civilian activities and the armed forces by the end of 1943, the United States must recruit at least 5,000,000 new workers, "in addition to the normal entrance of young people into the labor force," the report stated.

"The committee has confidence that the voluntary and co-operative efforts of the people, under strong leadership on the part of Government, management and labor, will provide the answer to this all-important manpower problem," the report said. But it added that "experiences in the months which lie ahead may reveal" the necessity for national service legislation giving the Government power to draft workers for war jobs in the same manner it now is drafting men for fighting service.

A press dispatch Wednesday stated President Roosevelt has promised action within two or three weeks to insure an orderly supply of manpower to raise the strength of the four armed services to 9,700,000 by January 1, 1944, and still leave sufficient labor for farm and factory.

### Shelley Recovering

State Senator John F. Shelley, who also is president of the San Francisco Labor Council, entered a hospital last week and had his tonsils removed. He had suffered for some time, but had continued to postpone an operation until it finally became imperative. He recovered in good shape and was removed to his home the early part of this week, where he was reported to be resting in comfort, but under instruction to remain indoors for several days and forego any activity.

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## Unions in Building Trades Make War Chest Pledge

The San Francisco Building and Construction Trades Council this week officially filed a written pledge guaranteeing a minimum contribution of \$110,000 to the War Chest.

That the total amount forthcoming from the unions affiliated with the Council will "far exceed" this figure was the confident prediction of John H. Smith, secretary, in a letter to Chest headquarters.

### Adopt One-Day's-Pay Plan

The following organizations, Smith reported, have voted one day's pay in behalf of "War Front" and "Home Front" relief agencies: Building Material Drivers No. 216; Upholsterers No. 3; Ornamental Ironworkers No. 472; Structural Shopmen No. 491; Structural Ironworkers No. 337; Asbestos Workers No. 16; Elevator Constructors No. 8; Plasterers No. 66; Electrical Workers No. 6; Bricklayers No. 7; Glass Workers No. 718; Plumbers and Gas Fitters No. 442; Sheet Metal Workers No. 104; Cement Finishers No. 580; Carpenters No. 2164; Public Works Laborers No. 978; Carpet Mechanics No. 1235; Tile Setters' Helpers No. 7; Varnishers and Polishers No. 134; Marble Shopmen and Helpers No. 95; Engineers No. 3; Laborers No. 261.

### Two Methods for Collection

These donations are being collected either by the financial secretary of the local union or through the employer on a payroll deduction basis. Secretary Smith's letter to the War Chest further stated:

"This does not include the entire membership of unions affiliated with the Council, and as soon as the remaining unions meet to vote upon this matter, I have no doubt the total amount collected will far exceed the above mentioned figures."

The Chest campaign is being conducted for the Building and Construction Trades Council by a committee composed of James E. Rickets (chairman), Alexander Watchman, Dewey L. Mead, Daniel F. Del Carlo, Reed J. Stoney, C. C. Keefe, Joseph O'Sullivan and Michael Coll.

### Metal Trades Act

Secretary Al Wynn of the Bay Cities Metal Trades Council announces that that Council also has recommended to its affiliated unions adoption of the one-day's-pay plan. Having a great numerical strength, the contributions from the individual members of the metal trades are expected to add another large sum to the War Chest.

### Brewery Groups in Line

In addition to the above, another large group in the labor movement gave assurance to Chest officials this week of their support to the present campaign. Secretary Martin Christen of the Joint Local Executive Board of Brewery Workers of Northern California reported that four affiliates of the executive board have voted unanimously to participate. These locals were: Brewers No. 7, Bottlers No. 293, Brewery Drivers No. 227 and Clerks No. 227. These unions, located in the San Francisco area, comprise some 1400 members, and the officials of the board estimate their total contribution to the War Chest, on the general principle of one day's pay from each individual, will approximate \$11,000.

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## RAZOR OUTPUT HALTED

The War Production Board has cut off safety razor manufacture for civilian use and placed all razors and blades under restrictions. The board predicted, however, that there would be "blades for everybody" in civilian life in 1943, since millions of men are in uniform.

## FINDS NO MANPOWER SHORTAGE

Labor's argument that manpower conscription is premature received support from Eugene Grace, president of the Bethlehem Steel Corporation. "I do not feel," Grace said, "that we should get excited about not being able to man our industries. As far as I can see, we are putting as many men out of work by shutting down civilian industries as are required for services and war work jobs." He cited figures showing his company had been able to triple its working force since 1939 even though 18,000 men had left for the armed forces.

## Federal Employees' Overtime

Making a favorable report on the overtime pay bill for federal workers, the Senate civil service committee said that passage of the bill would enable the Government to make the maximum use of its existing personnel and reduce its turnover. The report points out that 58 per cent of the Government's working force can be paid for overtime under existing laws. The pending bill makes provision for the remaining 42 per cent.

## "This, Our America" Goes On Coastwide Hook-Up

Plans are being completed for the coastwide broadcast, over the NBC Blue network, of "This, Our America," labor's famous radio show which, sponsored by the California State Federation of Labor and the entertainment guilds of Hollywood, has been on a statewide hook-up in California for the past year. Due to the growing popularity of the show, as well as the growing demand by labor on the entire Pacific Slope to hear it, the expansion was considered advisable.

Not only has the show won a multitude of new friends, but it has performed invaluable services in showing how labor is playing an indispensable role in helping to win the war. "This, Our America" is dedicated to the war effort, and not merely to serve any particular group of the population.

The cities from which the program will be heard, starting on November 23 and on each Monday night thereafter from 8:30 p. m. to 9 p. m. (instead of from 8 p. m. to 8:30 p. m., as formerly), will be: Los Angeles, San Francisco (Station KGO), Seattle, Spokane, Portland, San Diego, Fresno-Visalia, Sacramento, Stockton, Bakersfield, Reno, Santa Barbara, Wenatchee, Wash., Denver, Pueblo, Cheyenne, Salt Lake City.

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## Wage Increase Awarded New York Truck Drivers

Fifteen thousand truck drivers employed in New York City will receive a wage increase as a result of an award handed down by Chairman Hugh S. Sheridan, chairman of the arbitration authority for the New York City trucking industry.

The award provides for retention of the 44-hour week.

The wage dispute between Locals 282, 807 and 816 of the Brotherhood of Teamsters and Chauffeurs and the various employer groups was submitted to Sheridan for arbitration September 15.

The chairman recommended a flat increase of 11 1/3 cents an hour, or an average for each driver of about \$5 a week, to be incorporated in a new agreement between employers and union. He added that this represents an increase ranging between 8.7 per cent and 12.8 per cent over the scale in the contract that expired August 31.

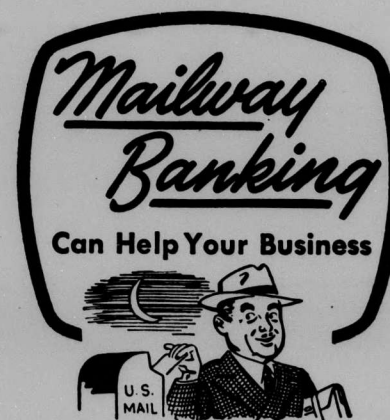
He also recommended an increase in overtime payments from time and one-third to time and a half and retention of the present 44-hour week, and the eleven holidays established under the old contract. The union had asked for increases ranging from 30 per cent to 35 per cent and a 40-hour week.

In deciding in favor of retention of the 44-hour week, Sheridan pointed out that if a 40-hour week were introduced and Saturday made an overtime day, it is quite probable many owners would be reluctant to operate on that day, which would not be desirable during the war period.

He also recommended that 150 days' work within a contract year continue as the basis for granting drivers a week's vacation with pay.

## BONUS FOR RIVER SEAMEN

A war risk bonus of \$1 a day will be paid to all seamen aboard vessels navigating the lower St. Lawrence river. The Canadian Seamen's Union insisted on payment of a bonus in view of recent attacks upon vessels in the lower St. Lawrence by Axis submarines.



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## LABOR CLARION

Published Weekly by the  
**SAN FRANCISCO LABOR COUNCIL**  
 Office, 101 Labor Temple, 2940 Sixteenth St.  
 San Francisco, California  
 Telephone - HEmlack 3924  
 W. N. MAPPIN, Editor and Manager



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| Single copies.....                       | .05    |

Changes of address or additions to union mail lists must come through the secretary of each organization. Members are notified that this is obligatory.

Entered as second-class matter August 10, 1918, at the post office at San Francisco, California, under the Act of March 3, 1879.

FRIDAY, NOVEMBER 13, 1942

### Speeding and "Big Shot" Complex

War workers with a "big shot" complex have become the country's worst traffic law violators, traffic engineers told the thirty-first annual National Safety Congress and Exposition, held in Chicago.

Safety authorities declared some war workers believe employment in essential industry makes them immune to arrest for speeding and recklessness.

Harold Anderson, Kansas City police chief, said that high wages have inflated the ego of many war workers and made them dangerous drivers.

"The only way to keep them in line is not to relax traffic law enforcement," he said. "These people, and the people they might injure, must be protected both for their own sake and for the sake of the whole war effort."

Claude R. McCammet, safety engineer of the Kansas State Highway Commission, said that "by some strange psychological process, a certain group seems to believe that because it is engaged in government work it can commit traffic violations at will and remain above and beyond any local enforcement."

### Anniversary of Wage-Hour Act

The Wage-Hour Act, which has just rounded out its fourth anniversary after raising the standards of millions of underpaid and exploited workers, was defended last week by high government officials as a help to the war effort, not a hindrance.

At the same time both President Green of the A.F.L. and Secretary Carey of the C.I.O. condemned proposed congressional legislation to relax safeguards in the Act.

Propaganda for such relaxation has been renewed by foes of the law, on the claim that it impedes war production, but federal executives went on the air in two national broadcasts to riddle this claim. Both Secretary of Labor Perkins and L. Metcalfe Walling, administrator of the Act, contended that its protective provisions will be an aid to victory in the war.

Secretary Perkins asserted that the "principle of fair play" for workers in the lower brackets, embodied in the law, "is an inseparable part of the principles for which we fight."

"Administration of the wage-hour law has brought material benefits to the country, as well as giving low-paid workers a very personal stake in the victory we will achieve," she said.

Walling declared that "not the least of the things we fight for today is the minimum protection we provide for those far down on the economic scale."

Walling recalled that Gen. Phillip B. Fleming, when he administered the law, withstood all demands for its emasculation, taking the stand that there was no defense need which required abrogation of the Act. "That position is still tenable today," Walling declared. "Nothing in this law limits the number of hours a man may work. It merely specifies the principle that a worker shall receive extra compensation

for extra hours, a principle that took years to write into law."

Under-Secretary of War Robert P. Patterson joined in praise of the law as "a landmark of social progress in this country," and he added a stirring tribute to labor for the way it has backed up the war effort. "American labor knows that winning this war is the only sure way to preserve our social gains," he said. "It has pitched in magnificently in its man-sized job of supplying our soldiers and sailors with the weapons to defeat our enemies."

Green and Carey pointed out that the law has freed many millions of "underpaid and under-privileged" American workers from economic peonage. The war effort would be aided more if the law were strengthened, rather than weakened, they said.

### "Black Markets" Abound

The extent to which racketeering has become entrenched under automobile tire rationing was revealed recently in the disclosure that G-men at Philadelphia had smashed one "black market" ring which operated in four eastern states and the District of Columbia, and whose sales in a few months' time had totaled \$1,500,000.

Investigators reported that the gangsters had sold 15,000 brand new tires, in addition to 1,000,000 re-capped tires and 1000 new tubes. Prices charged ranged from \$40 to \$60 for tires of poor quality.

More than 200 persons were declared to be involved, of whom 125 have signed affidavits admitting their guilt. All were to be haled before a federal grand jury.

Among the culprits, agents said, are state and city officials, ministers, lawyers, physicians and bankers. "When the names are revealed," the agent declared, "it will make most astonishing reading."

### 10-Hour Day "Uneconomical"

Canada has been in the war three years, and a report from that country on the matter of working hours should be illuminating, in view of a publicity barrage being released in the United States on lengthening of hours, especially in war industries.

Dr. J. G. Cunningham of the Ontario Department of Health, reporting to the Health League of Canada, says that the 10-hour day "has been proved uneconomical from the standpoint of both health and output, even in wartime."

His findings are approved by A. L. Ainsworth, vice-president and general manager of the John Inglis Company of Toronto, which claims to be the largest maker of small arms in the world.

Recently the Inglis concern dropped the 10-hour day, and here is Mr. Ainsworth's explanation:

"Production loss due to fatigue under the 10-hour day was a contributing factor in our decision to change to three 8-hour shifts, but the main reason was our desire to get full service from our machines.

"We find that with three 8-hour shifts we get 22½ hours' production per day from our machines—with time off for meals—whereas before we got 20 hours' production per day."

Before the 10-hour day was dropped, time lost rose steadily until it reached 15 per cent. That meant that each day about one-sixth of the employees were out, and the almost invariable explanation, according to the Inglis officials, was "fatigue, fatigue, fatigue."

Accidents on and off the job have killed 42,600 American war production workers since Pearl Harbor, Dr. Victor G. Heiser, medical consultant and writer, told an industrial conference in Boston. "If to this you add the number of injured," he declared, "the record is this: 11,000 workers in war industries killed or injured on and off the job every day since Pearl Harbor. This in spite of industry's best efforts to forestall every possibility for accidents on the job. If present estimates are correct," he added, "121,000,000 man-days—or 968,000,000 man-hours—will be lost to vital war work this year alone because of absence from the job from all causes."

## "... But Let Him Come With Me Into Macedonia"

There must have been arm-chair generals, and military experts wasting sheepskin in writing letters to the editor of the daily *Vox Populi* over two thousand years ago. And someone has evidently been digging into the ruins of the Associated Press headquarters in Rome of that day, come up with some discarded carbon copies of interviews, and is reproducing them, not inappropriately, in these days. Anyhow, according to one of these reprints, one gets the impression that Lucius Aemilius Paulus, a Roman general, finally became fed up on an existing situation, summoned a press conference, and told the boys they could quote him directly as follows:

"In every circle, and truly at every table, there are people who lead armies into Macedonia; who know where the camp ought to be placed; what posts ought to be occupied by troops; when and through what pass that territory should be entered; where magazines should be formed; how provisions should be conveyed by land and sea, and when it is proper to engage the enemy, when to lie quiet.

"... I am not one of those who think that commanders ought at no time to receive advice; on the contrary, I should deem that man more proud than wise who regulated every proceeding by the standard of his own single judgment. What then is my opinion? That commanders should be counselled, chiefly by persons of known talent; by those who have made the art of war their particular study, and whose knowledge is derived from experience; from those who are present at the scene of action, who see the country, who see the enemy; who see the advantages that occasions offer, and who, like people embarked in the same ship, are sharers of the danger.

"If, therefore, anyone thinks himself qualified to give advice respecting the war which I am to conduct, which may prove advantageous to the public, let him not refuse his assistance to the state, but let him come with me into Macedonia. He shall be furnished with a ship, a horse, a tent; even his travelling charges shall be defrayed.

"But if he thinks this too much trouble, and prefers the repose of a city life to the toils of war, let him not, on land, assume the office of a pilot. The city, in itself, furnishes abundance of topics for conversation; let it confine its passion for talking within its own precincts, and rest assured that we shall pay no attention to any councils but such as shall be framed within our camp."

### Status of Anti-Poll Tax Bill

Congressional action to outlaw the poll tax in federal elections moved an important step ahead when the Senate judiciary committee voted out the amended Pepper bill by 13 to 5. This measure differs somewhat from its companion Geyer bill in the House.

An important change in the Senate bill is the elimination of the words "Section 2 of Article 1" from the phrase "within the meaning of Section 2, Article 1 of the Constitution." According to Senator Van Nuys, this would allow the Supreme Court to pass on the constitutionality of the bill in light of the entire Constitution rather than a specific part.

A favorable Senate vote will then bring it before the House for final adoption. There it may be enacted without change, or referred to conference, or sent back to the House judiciary committee which stalled the Guyer bill for 18 months.

There is determined opposition by a Senate group to the bill and threats of a filibuster have been reported. Organized labor, the National Committee to Abolish the Poll Tax and other organizations are urging renewed activity in behalf of the measure, to assure its enactment before the end of the present Congress in December.

"Man, proud man! dressed in a little brief authority, plays such fantastic tricks before high heaven as make the angels weep."—Shakespeare.



# Questions, Answers on Newly Established Wage Controls

The National War Labor Board has issued a special bulletin explaining by the question-and-answer method how the new wage controls established under the President's Executive Order affect American workers. The board emphasized that the wage regulations do not automatically freeze all wages and salaries for the duration. The questions and answers follow:

**Question.** Does the executive order freeze wages and salaries? **Answer.** No. But adjustments in wages can be made after October 3, and in salaries after October 27 only if approved by the W.L.B.

**Q.** Under what conditions will the W.L.B. approve increases? **A.** To "correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war."

## **Eight or Less Workers**

**Q.** Are all employers covered by these requirements? **A.** No. Employers who have eight or less workers may make increases without approval of the W.L.B.

**Q.** Is an employer exempt if he has a number of establishments, each of which employs eight or less persons? **A.** No. If the total number of persons in all of his establishments is more than eight, then he is not exempt.

**Q.** Can an employer grant individual wage or salary increases without W.L.B. approval? **A.** Yes, but only if the increases are in accordance with the terms of a wage or salary agreement or wage or salary rate schedules. Even then, these increases cannot be granted unless they are the result of one of the following: Individual promotions or reclassifications. Individual merit increases within established rate ranges; operation of an established plan of wage or salary increases based on length of service; increased productivity under piecework or incentive plans, or operation of an apprentice or trainee system.

## **No Resultant Price Increase**

**Q.** Can an employer allow these individual increases to raise his costs and cause his prices to go up? **A.** No. No employer will be allowed by the Government to use these increases either to get a price increase or to resist an otherwise justifiable reduction in his price ceiling.

**Q.** What about piece rates? Suppose an employer set a piece rate before or after Oct. 3 which when tried out in practice, did not give the employees the normal earnings prevailing in that plant for that type of job. Can he adjust this rate so as to yield the normal and expected amount? **A.** Yes.

**Q.** The executive order of Oct. 3 states that there shall be "no increases in wage rates" unless they are approved by the W.L.B. Can an employer get around this by hiring a new worker at higher wages than he

is paying his present employees? **A.** No. He cannot hire a new worker at more than the established rate in the plant for the job.

**Q.** What about new jobs or new plants where there are no established wage rates? **A.** In such a case, the employer cannot, without W.L.B. approval, pay more than the wage rates prevailing for similar jobs in the area.

**Q.** What about increases in wage rates granted before Oct. 3? **A.** Unless the W.L.B. later decides to review them, all wage increases put into effect on or before Oct. 3 do not need W.L.B. approval. Such increases must have been agreed to in writing or formally communicated to the employees on or before Oct. 3. They must also have been made applicable to work done prior to Oct. 3.

**Q.** Let's take a specific case. A manufacturer made a written agreement with the union in his plant on Oct. 3 for an increase of 4 cents an hour for his employees, retroactive to Sept. 20. Does he have to have this increase approved by the W.L.B. before putting it in his workers' pay envelopes? **A.** No.

## **On Retroactive Pay**

**Q.** But suppose, in the case just put, the workers didn't actually get the check until the next payday, say Oct. 10? **A.** The increase does not have to be approved. The men started earning the money, and the increase was in effect on Oct. 3.

**Q.** What about increases in wage rates which were agreed to before Oct. 3, but which do not go into effect until some future date? Do they need W.L.B. approval? **A.** Yes, if they are for payment for work done after Oct. 3. The typical case is that of a contract made before Oct. 3 providing that at some future date the workers will be granted an automatic increase tied to the increase in the cost of living which has occurred in the meantime. Such future increases must be approved by the W.L.B. This is also true of arbitration awards handed down after Oct. 3, even if the agreement to arbitrate was made before that date.

## **Approval of Salary Increases**

**Q.** What about salary increases? After what date do they need W.L.B. approval? **A.** Increases in salaries after Oct. 27 must be approved by the W.L.B. unless otherwise exempted.

**Q.** Are the exemptions in the case of salaries the same as in the case of wages? **A.** Yes.

**Q.** Does an employer who is not engaged in war production have to submit wage and salary increases to the W.L.B. for approval? **A.** Yes. There is no distinction made in the executive order between war work and non-war work.

**Q.** What about municipal, state or federal govern-

ment employees? **A.** Wage and salary increases for all Government employees are subject to regulation under the executive order of Oct. 3 unless the amount of such salary or wages is fixed by statute.

**Q.** If wage or salary increases are made in the form of war bonds or stamps, do these increases need to be approved by the W.L.B.? **A.** Yes. It makes no difference whether the increases are granted in cash or in war bonds or stamps or any form of remuneration whatsoever.

## **Salary and Wages Defined**

**Q.** What is the difference between wages and salaries? **A.** The term "salary" means all forms of compensation computed on a weekly, monthly, annual or other comparative basis, except a wage basis. The term "wages" means all forms of compensation computed on an hourly, daily, piece-work or other comparable basis.

**Q.** Are bonuses, gifts, loans, fees and commissions, when given as compensation for personal services, included in wages and salaries? **A.** Yes.

**Q.** Can wages or salaries be decreased? **A.** No decreases in wages or salaries for any particular work may be made below the highest rate paid for this work between Jan. 1 and Sept. 5, 1942, without approval by the W.L.B.

**Q.** On what basis can the W.L.B. approve such decreases? **A.** Only to correct gross inequities and to aid in the effective prosecution of the war.

## **Penalties for Violation**

**Q.** What are the penalties for violation? **A.** If any wage or salary payment is made in violation of the regulations, the entire amount of the payment shall be disregarded by all agencies of the Government in determining the costs or expenses of any employer for the purpose of any law or regulation, including the Emergency Price Control Act of 1942, or any maximum price regulation thereof. The amount will also be disregarded for the purpose of calculating deductions under the revenue laws of the U.S.A., or for the purpose of determining costs or expenses of any contract made by or on behalf of the U.S.A. . . . The amount to be disregarded in the case of increases in violation of the regulations is the amount of the wage or salary paid or accrued, and not merely the amount of the increase.

**Q.** If an employer, for example, increased the wages of all his workers five cents an hour without approval of the W.L.B., would he be able to deduct any of the wages of those workers when he calculates the amount of his income tax? **A.** No.

**Q.** Are there any further penalties? **A.** Yes; any person or corporation who wilfully violates any of the regulations is subject to a fine of up to \$1000 or a year in jail, or both.

## **Labor Executives Blast Job Freezing Proposals**

Proposals for freezing railroad track workers to their jobs in twelve western states were vigorously opposed by the Railway Labor Executives' Association in a statement which denounced job freezing as "unnecessary" and a menace to free labor and human freedom. The Association speaks for some 1,300,000 railway workers.

The rail labor executives' organization attributed the freezing proposals to representatives of the War Manpower Commission and Office of Defense Transportation. Officials of the two government agencies said that no formal proposals had been made and that the question had simply been explored and discussed at a recent meeting in Chicago with railway labor and management representatives.

Government officials declined to say which twelve states might be involved, while the Railway Labor Association said it did not have this information.

"It is proposed by these representatives of Government," said an Association statement, "that the lowest paid workers in the railroad industry, receiving generally 46 cents per hour, be frozen in their jobs

for the duration of the war, because it is claimed there exists a shortage of this class of labor in twelve western states.

"We are opposed to freezing any worker in his job. It is unnecessary and will destroy production, wipe out free labor and inevitably result in abandoning our system of free enterprise, ideals of human freedom and democratic processes. It is unthinkable that working people be frozen to their jobs under a system of private profits."

## **Broadcast: The Union Label**

The next "Labor For Victory" program under A.F.L. auspices, on November 22, will offer a special treat to all A.F.L. members. It will be a Christmas broadcast, with emphasis on the union label. Secretary-Treasurer I. M. Ornburn of the Union Label Trades Department will be the featured speaker.

## **NEXT QUESTION, PLEASE!**

Mother: "Do you know what happens to little girls who tell lies?" Betty: "Yes. They grow up and tell their little girls they'll have curly hair if they eat their spinach."

## **Gallup Poll Shellacked In Last Week's Election**

Straw-vote history repeated itself last week as returns from across the country showed conclusively that the so-called "Gallup poll," which is carried as a "feature" in a number of daily newspapers, took a shellacking.

Just as in 1936, when the late *Literary Digest*, up to then the nation's largest and most recognized straw vote collector, went far astray in predicting overwhelming defeat for President Roosevelt, the Gallup poll went overboard on Monday preceding the election by predicting:

"Chief surprise in tomorrow's election will be the continued strength of the Democrats nationally, as shown in congressional races. The Democratic party will have virtually the same majority of seats in the House for the next two years as they have had since 1938."

And what happened? The Republicans made huge congressional gains which carried them to within a narrow margin of an actual majority in the House of Representatives and gave them nine additional Senate seats.



## U. S. Civil Service Makes Appeal for Voluntary Enlistment by Workers for War Production Jobs

According to Harry T. Kranz, regional director of the local U. S. Civil Service Region, war defense jobs are going unfilled because enough workers cannot be found for these skilled and unskilled jobs. His plea goes out to men and women now on non-defense jobs to get on a government job and help spur the production program and insure the capacity output of materials and equipment needed.

### Immediate Assignments Made

Women who qualify for these jobs will be put on the job that day or the next. This means stenographers, typists, messengers, junior engineers, junior draftsmen, radio mechanic learners, engineering aids, radio operators, accountants, dietitians, nurses, instrument mechanics, laundry workers, classified laborers, auto upholsterers, hospital and mess attendants.

### Bay Area Positions

The scope of jobs for men is huge. These are open in the Bay area: Guards, firefighters, driver firefighters, radio engineers, radio operators, radio technicians, statistical clerks, audit clerks, storekeepers, property and supply clerks, laundry foreman.

### Need Skilled and Unskilled

It is also stated by Regional Director Kranz that various positions are open at the Presidio, Hunters Point, Mare Island navy yard, the Alameda naval air station, Benicia arsenal and the Sacramento aircraft depot, and, likewise, positions for later assignment to Panama, Hawaii and Alaska. Some of these positions are for skilled workers and others for the unskilled.

Further information in detail can be had at the U. S. Civil Service office, Room 119, Federal building, Civic Center, San Francisco, where, it is also stated, immediate interviews will be given applicants.

### For Mare Island Navy Yard

Further announcement is made that R. J. Souza, representative of the Mare Island navy yard, will be at the U. S. Employment Service Office, 1690 Mission street, San Francisco, during the next two weeks to personally interview and hire men for these positions and at these pay rates:

|                       |        |                      |        |
|-----------------------|--------|----------------------|--------|
| Laborers .....        | \$6.56 | Flange Turner .....  | \$9.68 |
| Helpers .....         | 7.12   | Machinist .....      | 9.12   |
| Holder-on .....       | 8.16   | Pipe Coverer and     |        |
| Rivet Heater .....    | 6.64   | Insulator .....      | 9.12   |
| Boat Builder .....    | 9.20   | Puncher and Shearer  | 8.16   |
| Boilermaker .....     | 9.12   | Rigger .....         | 9.12   |
| Caulker-Chipper ..... | 9.12   | Riveter .....        | 9.12   |
| Coppersmith .....     | 9.12   | Sheetmetal Worker..  | 9.28   |
| Driller .....         | 8.16   | Shipfitter .....     | 9.12   |
| Electrician .....     | 9.20   | Electric Welder..... | 9.12   |

### These Are Not Eligible

Applications for any of the positions referred to in this article are not desired by the Civil Service Commission from persons now on war production jobs unless they can use higher skills than they are using in their present employment. Also employees, in critical occupations as lumbering and the non-ferrous metal mining industries will not be considered unless they present a release from the U. S. Employment Service.

Company, City of Paris, Nathan-Dohrmann Co., and The White House.

For the benefit of those needing practical suggestions, the League offers the following gift guide: Chewing gum and mints, tin of hard candies, tin of salted nuts, stationery and notebooks, pencil with metal clip, playing cards, poker chips, games and puzzles, cartoon books, harmonicas, pencil flashlight, pocket and hunting knives, handkerchiefs, pocket-size books, sewing kits, shoe polish, shoe polishing cloth, first-aid kits, small scissors, cigarettes, waterproof cigarette case, money belt, toilet articles (no tubes), shaving stick, toothpowder, razor blades, styptic pencil, toilet soap, foot powder, talcum powder, wash cloths, metal mirrors, pocket comb and file.

### Vandeleur in Hospital

Edward D. Vandeleur, secretary of the California State Federation of Labor, was removed from his home to St. Mary's hospital last Monday night. He was reported to be suffering from nervous exhaustion, but it was declared his condition was not critical and that a few days' rest would permit early return to his home.

## Review by "Muni" Carmen Of City Transit Situation

During the week various conferences have been held by Mayor Rossi with different groups in relation to the city's transportation problems. These followed the defeat by the voters in last week's election of a proposal to purchase the Market Street Railway lines. The subject also came before the Board of Supervisors, and with two resolutions being submitted, one of which proposes to instruct the City Attorney to impound funds of the Market Street Company as payment for delinquent street-paving obligations.

After having observed the various moves, and participating in some of the conferences on the subject, officers of Division 518, Street Carmen's Union (which organization waged the successful campaign against the purchase proposal) issued the following statement:

### The New Election Proposal

"Mayor Rossi wants another election. The daily press carried that story to the people immediately after the defeat of Proposition No. 26 in last week's election was made known.

"Is it possible that our Mayor has become bewildered because of the defeat of Proposition No. 26, or is he just trying to be facetious in order to cover up the chagrin he is suffering due to the failure of the bonds to carry? Whichever it is, he certainly is not able to 'take it' as well as he 'gives it out.' But if he is serious, and is determined to re-submit another proposal for the purchase of the Market Street Railway then he might now begin selecting a nice, quiet storm-proof shelter.

"The voters of our city have spoken on this issue and will not tolerate anyone who cannot conform to decisions made under our democratic procedure. And if the Mayor, or anyone else thinks for one moment that the citizens will submit meekly to a special election (at a cost of \$60,000 to the taxpayers), then they are just fooling themselves.

"Maybe the transit problem has reached a crisis; but if so, what is being done to solve, or even alleviate, the situation in order to get the people to their destinations?

"The Mayor meets with interested people and retraces the defeat of Proposition No. 26. Supervisor McPhee calls a meeting of those who are close to the problem and another post-mortem is held over the election.

### Increased Fare, Idle Cars

"But that isn't all—oh! no! Supervisor McPhee wants to raise the carfare on the Municipal Railway to 7 cents in order—so he says—to equalize the load to be carried. Mr. McPhee does not tell the people that the peak period lasts about 40 minutes in the early evening of each work day, and that the Municipal Railway can carry the load at all other times very nicely. How about the Market Street Railway placing idle cars in service to take care of any overflow from the Municipal Railway during the peak hour? There will be \$2,000,000 in the surplus fund of the Municipal Railway at the end of the year—and this will have been done on a 5 cent fare! Hence there is no justification for an increase of 40 per cent in the fare structure at this time.

"The citizens of San Francisco had better not go to sleep on this vital problem affecting their interests, because if they do, it is possible that upon waking up they may find their Municipal Railway charging a 7-cent fare, when no legitimate reason for such a charge has been advanced."

## Plan Christmas Gifts for Local Area Service Men

More than 4200 Christmas "Bundles for Buddies" on the fighting fronts are now en route overseas through the efforts of the San Francisco League for Service Men.

The League now plans to campaign for gifts for the soldiers, sailors, marines and coast guards stationed near San Francisco during the holidays. In contrast to the overseas packages, there is no size limit on the gifts remaining here.

Packages should be left at the League headquarters, 1430 Van Ness avenue, or in the receptacles for that purpose in these downtown stores: The Emporium, H. Liebes & Company, Livingston Bros., I. Magin & Company, Roos Bros., O'Connor Moffatt &

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## Big Mail Order House in Clash with Labor Board

"It would be better for the duration of the war that the country go along without Montgomery Ward than that it try to go along with an economic situation under which the no-strike agreement would be destroyed."

Thus declared Dean Wayne L. Morse, a public member of the War Labor Board, at a hearing in Washington last week, at which also he warned the company that if it defied the board there would be no alternative except to use "whatever forces of government are necessary to compel compliance."

### Board Panel's Recommendation

The board was considering a panel recommendation affecting Chicago employees of the mail order house. The panel report called for a maintenance-of-union-membership clause, the checkoff of union dues and seniority and arbitration provisions.

John A. Barr, the company's labor relations manager, had concluded his argument against the panel report with the remark, "Ward's must reject any proposals which require it to enter into contracts which it believes to be illegal, or to surrender principles which it considers to be fundamental."

### Interpretation of Remark

Dean Morse, recalling that comment, asked whether it was a correct interpretation that if the board should order any form of union maintenance, "we would be met with a non-compliance and a defiance by the company." Barr replied, "I think that is a reasonable conclusion."

Morse said the company's position raised a question whether the "Government shall prevail in time of war to protect the security of this country over a position of rugged individualism on the part of any employer." He further said that if the company were "permitted to sustain itself in such a position, American labor would be free then to resort to the strike, which I hope its patriotism would prevent it from doing, but nevertheless it would be free to do it."

### No Compulsion on Employees

Dr. Frank P. Graham, another public member, told the company representatives that under the panel's recommendation there was no compulsion for old or new employees to join the union and that employees already in the union would have 15 days to withdraw if they desired. He said the only freedom involved was the freedom of the individual to agree voluntarily to remain a union member for the duration of the contract.

## Captain May in Capital

Capt. C. F. May, the well known official of Masters, Mates and Pilots No. 90, departed this week for Washington and New York City, where he will take up matters affecting the members of the organization, which have developed recently and can best be attended to in closer proximity to governmental agencies, with which the employment of No. 90's members is now closely connected. Captain May was not sure of the date of his return to San Francisco, that being dependent upon the facility with which he would be able to dispatch the matters to be handled in the East.

### FURLOUGH MINERS

Four thousand experienced miners of copper and other vital metals are being furloughed by the Army so that they may help to relieve the labor shortage. "The Army sees no need at this time for furloughing other troops in a similar manner," Undersecretary of War Patterson said in announcing the action.

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## On Your Radio Monday Night

Tune in on the "Road to Victory" radio program next Monday night from 7:15 to 7:45 o'clock, to be heard over Station KYA.

This program has been provided to the radio audience, during the past three months, by the Bay District Joint Council of Building Service Employees, and for next Monday evening the Council has generously donated its contract service and radio time to the labor committee which is conducting the campaign for the A.F.L. Unions' Red Cross Blood Procurement Program.

The work of this committee follows that which the Joint Council has been relating, in past weeks, to the radio audience of the part being played by union labor in the war effort and its related activities. The Red Cross Blood Procurement plan touches deeply into the hearts of every person who reflects upon the service it renders to the nation's defenders.

Don't forget: Next Monday night, at 7:15, Station KYA.

## MERCHANT SEAMEN DEAD OR MISSING

Casualties of the United States Merchant Marine, dead and missing, resulting from war action and reported to next of kin during the period from August 2 to October 21, 1942, inclusive, totaled 283, it was announced by the Navy Department. The list covers 31 states, the District of Columbia, the Territory of Hawaii, Puerto Rico, and the Virgin Islands. Merchant Marine Casualty List Number 2 brings the total of Merchant Marine casualties reported to next of kin during the period from September 27, 1941, to October 21, 1942, to a total of 2584.

### BODY BLOW TO PROMOTERS

President Roosevelt's order transferring the annual Army-Navy football classic from Philadelphia to drowsy little Annapolis was a body blow to promoters, concessionaires, ticket scalpers and other mercenaries who have been capitalizing on the great spectacle. According to *Labor*, the order also blasts the "racket" of a limited number of congressmen who were not averse to making a little pocket money by "scalping" their admission tickets. Heretofore, each member of Congress had been allotted two tickets free and was permitted to buy 10 more at the regular admission price of \$3.30. A substantial number of both free and purchased tickets were turned over to speculators and sold to football fans for prices as high as \$20 each.

## Booklet for Service Men's Families

The War Department this week announced a new booklet, "Personal Affairs of Military Personnel and Their Dependents," designed to help service men and their families keep personal business affairs arranged.

Civilians may get copies for 10 cents each by writing the Government Printing Office, Washington.

The booklet contains suggestions for arranging a man's business so that it can be handled in his absence. It tells about pay and allowances for dependents while he is in the service, missing in action or a prisoner of war.

Stress is given the importance of preparing wills, assigning powers of attorney, or having joint tenancy arrangements for bank accounts and safe deposit boxes, and of a variety of other necessary affairs.

Buy Union Label Merchandise from Union Clerks

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## Nazi Refugee Is Grateful To Labor Commissioner

A lesson in democracy as learned by a refugee from Nazi oppression is told in the following letter recently received by H. C. Carrasco, State Labor Commissioner of California:

"I received today your check as final payment in a suit against my former employer who failed to pay my salary when I left his place last March.

"May I thank you for the help you have given me and for all the trouble you have gone to by contacting the other party and for the incessant efforts you have made to satisfy my claim.

"But it is not really the money for which I am writing this letter. When I came to this country two years ago as German refugee from Nazi oppression, I was stateless, no country in the world was willing to accept me and to protect my civil rights. This little interlude on behalf of a non-paid salary brought me for the first time in contact with the American law, and you can imagine my amazement when your court upheld my rights regardless of nationality and creed.

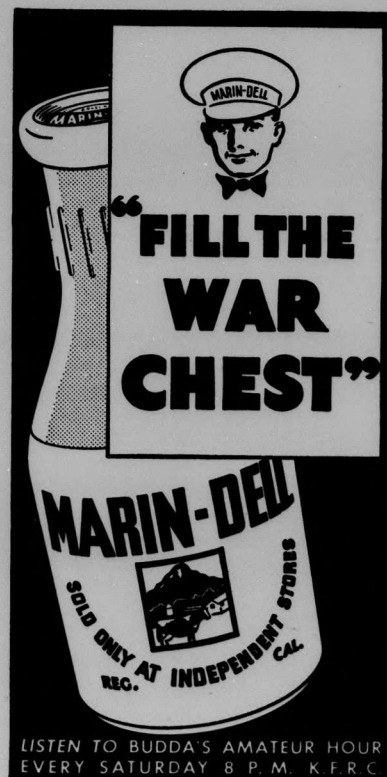
"I feel the greatest respect for a country in which even in wartime a foreigner finds protection, and which builds an institution like yours to enforce the laws of a democratic country."

The refugee, a woman, employed as a laboratory technician, appealed to the Labor Commissioner when she was unable to collect \$50 of her monthly salary of \$65. Investigation by the Labor Commissioner revealed that the employer was in financial difficulties, and arrangements were made, satisfactory to all parties, for the payment of the wages due.

### PAY RAISE FOR CIGARMAKERS

The National War Labor Board, following the recommendation of its arbitrator, James J. O'Bryne, has directed employers who are members of the Cigar Manufacturers' Association, Tampa, Fla., to grant their employees an increase of 7½ per cent in their present wage rates, retroactive to October 1. The more than 5000 employees involved in the case were represented by the Cigar Makers' International Union. They include cigarmakers, pickers and packers, wrapper selectors, machine operators, clerks, leaf strippers and cellophaners and banders, producing cigars retailing from 5 cents to \$1. Increases are applicable to piece rates of all classes of cigar makers.

Buy U. S. War Bonds and Savings Stamps.





## Run o' the Hook

By FRED E. HOLDERBY  
President of Typographical Union No. 21

Regular meeting of the union will take place next Sunday at the Labor Temple, Sixteenth and Capp streets, beginning at 1 p. m. Along with other important business to be transacted at this time will be the election of a canvassing board for the referendum election to be held next week. Let's have an attendance Sunday which may really be considered representative for a union the size of No. 21.

On Wednesday, November 18, five proposed constitutional amendments to international laws which were sent to referendum by the last convention in September will be placed before the membership. They are as follows:

Proposition No. 1 would suspend the yearly conventions of the I.T.U. for the duration of the war and authorize the executive council to issue a call for the Eighty-seventh convention when war-time restrictions have been removed.

No. 2 provides that dues of defense workers shall be based on actual earnings, rather than on the minimum scale of the union as at present—this amendment to be in effect for the duration. At present defense workers pay as "out of the trade" on the minimum scale whether or not their earnings reach that amount.

No. 3 is an amendment to the mortuary benefit based on continuous membership. The law would provide for the \$500 benefit after a membership of 15 years, as at present, but there would be a general scaling down of the present amounts up to 15 years. As, for instance, 10 rather than 5 years' continuous membership would be required for the \$400 benefit.

Proposition No. 4, which would increase the per capita tax 25 cents per month, was sent to the referendum by the convention without a dissenting voice. The Union Printers Home, which is now run on a per capita payment of 40 cents per month, will receive 10 cents of this increase. The general fund of the union, which is near depletion, can only be built up in two ways: an increase in per capita, or transfer of money from the pension or mortuary funds. Under normal conditions the general fund, the entire revenue of which is 25 cents of the per capita paid in plus sale of supplies, could not meet the expense of the international union. Now, with thousands of our members entering the armed forces, when they become exempt from the payment of dues, the condition is aggravated. The Home has been enlarged in recent years, and the requirement of additional help necessitates more money to keep this a going concern. This proposition provides also that members in the State Guard who are called to active service, and who are not classed as in the armed forces, will pay a flat rate of \$1.75 per month plus per capita tax.

No. 5 to be voted on, is an amendment to Article XV of the Constitution and would place publication of the *Typographical Journal* under direction of the executive council and provides for the appointment by that body of an editor, who shall be a member of the I.T.U. and shall be paid as are international representatives. The amendment provides also for the exclusion of any mention of political parties in any section of the *Journal*.

The polls at the secretary's chapel will open at 12

noon on the day of election, and will remain open until 6 o'clock for the accommodation of unattached members and those members of chapels not having a ballot box.

At the regular meeting of the Chairmen's Forum on Thursday evening of last week G. L. Todd, chairman of the *Call-Bulletin* composing room, was elected to handle the gavel for the unexpired term of Terry L. Stanley who, after serving more than four years as chairman at the Schwabacher-Frey chapel, decided that the responsibilities of handling chapel affairs should be distributed among the members. Russell Draheim was chosen as the new chairman at Schwabacher's. Terry has at all times been on his toes during his term as chairman, and the result is a smooth-running chapel with a minimum of controversy, and with chapel matters conducted for the best interests of all concerned. Regular election for chairman of the Forum takes place in March.

The annual banquet of the Allied Printing Trades Council took place on Wednesday evening of last week at Lou's Rendezvous, with more than fifty delegates and visitors in attendance. The success of last year's banquet, when for the first time the ladies were invited to what had always been a stag affair, resulted in a large attendance of delegates' wives and women delegates. Among the honored guests were Senator Jack Shelley, president of the Labor Council, and L. A. Ireland and Louis Sloss of the Printing Employees' Association. Your correspondent (accompanied by the Missus) and O. J. Shimpke represented the Typographical Union. Sheriff Dan Murphy, representing the Web Pressmen, was present, accompanied by Mrs. Murphy, and he added much to the entertainment by singing a number of old-time songs. The food, refreshments and entertainment were of the best. George Spooner, president of the Council, did a real job as master of ceremonies. All that was lacking to make this affair 100 per cent was the presence of John O'Connell, secretary of the Labor Council, who through sickness was compelled to forego attendance for the first time in years.

Percy Sparks, a member of Salt Lake Typographical Union and employed by the Standard Printing Company in that city, is now stationed with the naval forces on Yerba Buena Island. He visited Saturday with J. L. Bartlett and J. M. Melvin, with whom he had formerly worked in Salt Lake City.

Michael H. Green, who left here around twelve years ago, and until recently with the Government Printing Office in Washington, D. C., has decided to again take up residence on the Pacific Coast, and visited headquarters on Wednesday of last week, leaving the following day for Los Angeles.

Robert A. Bartlett, son of Chairman J. L. Bartlett of the Rotary Colorprint, has joined the U. S. Army and left on Tuesday of this week for the Presidio of Monterey.

Staff Sergeant M. R. Lansberry, who left here immediately when called back to his station in the middle of a furlough around ten days ago, nevertheless found his outfit had moved out before his arrival in Texas. Thirty-six hours later he was sent to Plattsburg Barracks, about 300 miles out of New York City and only a short distance from Montreal, Canada. He is well pleased with the change to this smaller camp, which he says is steam-heated and comfortable.

Ross Draper, formerly with the Mergenthaler Linotype Company, and who left here in 1930, arrived in the city last Sunday and spent the week renewing old acquaintance among members of No. 21. Ross took over the *Lassen Advocate* at Susanville over ten years ago and has edited that paper since. About a year ago he acquired ownership of the *Sugar Pine*, a weekly publication at Westwood, and is now managing both papers. During the past year a new local of the I.T.U., known as Westwood-Susanville No. 758 has been granted a charter.

Harry S. Porter, accompanied by Mrs. Porter, arrived in the city from Pocatello, Idaho, last Sunday, and after visiting with friends left on Wednesday for Chicago. Since leaving here early in the year Mr. Porter has been with the Graves & Potter Printing Company in the Idaho city as vice-president and production manager. Recently the Uniform

Printing & Lithographing Company of Chicago purchased the Graves & Potter plant, and Porter was offered the position of production superintendent of the Mid-West firm. He expects to take over his new duties within the next ten days.

### News Chapel Notes—By L. L. Heagney

If there were folks less cheerful than Al Crackbon and Ralph Moore in the Union Printers Home—or anywhere else—Emil Ludwig or some other historian would be publishing the story of their lives in a hundred newspapers. Uncomplainingly they, and the other San Francisco residents, endure the illness and homesickness through the long days and nights, and consequently we, here, probably are prone to minimize or forget that they and other oldtimers like them struggled in days-a-gone to get the pleasant living and working conditions we now enjoy. Last week Ralph wrote a letter to a member of this chapel, on behalf of Al and himself, telling of their battle for restoration to health and a place in the economic world, but between the lines could be read the very human desire for communications from here. Friends could help them mightily if they wrote once or twice a month.

"Beware of Greeks bearing gifts" is an old saying, yet it's never outmoded. As for instance, there was Harvey Bell confidentially telling the boys the drinks were on him, and when they followed him to a thirteenth emporium the place was closed. Uh-huh—it was election day. . . . Is it any wonder the Republicans got so many votes? Harry Crotty bet a bottle of Scotch on Olson—a terrific handicap, for the fellow never won a bet in his life! . . . Good news to offset Crotty and Bell's poor pickin's is Jimmy Serrano's scheme to beat the dim-out—he's wearing a gorgeous red necktie.

Better late than never, but this column finally gets around to recording that Enoch Blackford, who has been decorating a sickbed for a spell, got back to pounding out type again the other day. And his golf pals should see him pounding the pill again, real sudden.

"A problem," Lou Henno puts forth, "lots of us are pondering is: With those big new taxes almost here, if a guy gets behind in his rent, will the landlord help him out?"

"I always wanted to be a blue-eyed blond," admitted Sid Tiers. "But it took years to make the grade," and then Sid doffed his hat so all could admire his nice white hair.

"Coffee rationing won't bother me. I don't use it anyway," Bill Gobin told the gang. "But the scarcity of cream does—what is mush without it?" "And bacon," cut in Harry Harvey, "say, you don't ask your grocer if it's good; you don't even ask if it's Eastern bacon any more—you just politely ask if it's fillin'."

### Golf News—By Fred N. Leach

Sad news for the printer-golfers! On November 16 they lose their friend, Eric Mackintosh, better known as "Mac" for the duration. "Mac" goes into a shipyard on that date—and Sharp Park won't be the same without him. He was always a fine friend to the union printer, and was undoubtedly the most popular official, at any golf course, with our gang. known as "Mac," for the duration. "Mac" goes into town's guest flight on November 29. Although we have had lots of tournaments at Sharp Park, Eric has never had the opportunity to play, as he always was on duty at the course. This time he will be free, and will play as a guest.

Incidentally, the final tourney for 1942 promises to be a honey. The eligibles for competition for the Eric Cullenward trophy are really going to battle it out for the chance to get custody of the trophy. Of course there'll be the usual medal play tournament for War Stamps and the hole-in-one contest for golf balls.

OFF THE FAIRWAY—That guy Kimbrough sure is going to town! The grapevine informs that he has presented a young lady with an autographed copy of that candid camera shot of him, taken at Sharp Park. Do we scent a romance? . . . Understand that Ben Apte and gang are now playing Harding Park instead of Sharp. One of the members of the foursome now will have to show those Harding Park shots instead of talking about them. . . . And speaking of Harding Park, we note George Gallick was defeated in the semi-finals in the Harding Park Club president's cup competition. George's brother Larry, however, maintained the family honors, for in the Richmond city championship tournament, Larry won his

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first round 3-2. . . . All the other S. F. U. P. G. A. members who entered in that tourney also will go into the second round. Jimmy Otis won his match by default. Vic Lansberry was having a tough time with his opponent until Otis, who caddied for him for a while, threatened physical reprisals if Lansberry lost, and scared Vic so badly that he won his match 2-1. . . . The writer also won, and in a strange way. His opponent was waiting on the tee, but when he was introduced became so frightened at what he took to be a vicious leer, and what we intended to be a friendly smile, that he conceded the match then and there.

Don't forget the 29th, at Sharp Park. Let's make this final of 1942 a good closer-upper. And how about some of those old regulars—Ed Wynkoop, Frank Smith, Blackford, and a few others—making this last one?

#### Woman's Auxiliary, No. 21—By Mable A. Skinner

The regular monthly business meeting of S.F.W.A. will be held next Tuesday evening, November 17, at 8 o'clock, in the Red Men's building, 240 Golden Gate avenue. Dues for the ensuing quarter will be payable at this time. Refreshments will be served after the meeting.

A special meeting was held on November 10 for the purpose of voting on the proposed changes in the international by-laws.

The ways and means committee met at the home of Mrs. Eula Edwards on November 6. Chairman Edwards announces a bazaar to be held on December 11 in Red Men's hall. There will be apron, candy, cookie and miscellaneous booths, also a "white elephant" sale. More information later.

Mrs. Augusta Gooler, Mrs. Bijou Blade and Mrs. Dortha Heuring served on the entertainment committee at the Hospitality House, Sunday, November 1. The *Shopping News* was host for the day.

Mrs. Louise A. Abbott received a letter from Mrs. Lydia Drake. She and Mr. Drake are settled in their new home in Petersburg, Fla. Several members of the local auxiliary had called upon Mrs. Drake. She says she misses our cool climate.

Mrs. Eula Edwards' 17-year-old son, Loyal Faulconer, has enlisted in the Navy in Chicago and is stationed at the Great Lakes Training School.

Mrs. Laura D. Moore entertained Mr. and Mrs. LeRoy Tigers at dinner Sunday. They are newcomers to San Francisco.

Mr. and Mrs. Harry Young expect to spend a few days at their Sharp Park home—if Mr. Young can get a sub.

#### S. F. Red Cross Rescue Squads

The current news release of the Red Cross from its national headquarters in Washington contains the following, pertaining to San Francisco:

"Trained in the use of rescue equipment ranging from respirators to blow torches, members of the teamsters' and building trades' unions serve on the rescue division of the local Red Cross disaster relief commission.

"Every member of Teamsters' Local 85 is enrolled in the rescue division. The squads operate heavy rescue trucks and are specially trained to rescue persons imprisoned or buried by wreckage. Each squad includes several members trained in first-aid.

"More than thirty-five business agents of building trades unions are organized in a squad and man one of the trucks. Three of these have volunteered for duty at any time on a moment's notice. They are Charles Foehn, business manager of Local 202, Brotherhood of Electrical Workers; Alfred Gemmet, financial secretary of Local 491, Ornamental Ironworkers, and Norman Bott, business representative, Local 442, Plumbers and Gas Fitters."

#### TWINS SPONSOR SHIP

When the S.S. William Kent, named for the late Congressman from Marin county, was launched at the Marinship yard at Sausalito this week, the twin grand-daughters of the distinguished representative christened the new cargo vessel. The event held a dual meaning for the 16-year-olds, Martha and Nancy, since their father, Thomas T. Kent, is now employed at Marinship and has helped to build the new Liberty ship. It is believed that the launching marked the first time in shipbuilding history that twins have served as co-sponsors.

#### HOME TIES STILL BIND

Sergeant (to married recruit): "Hey, you, button your coat!" Recruit (absently): "Yes, dear."

#### In Eureka Valley Tomorrow

"Buy your Bonds here, Neighbor, and have fun doing it" will be the watch word of the KGO Bond Wagon as it moves into the Eureka Valley District tomorrow (Saturday) with its cargo of entertainment, music and War Bonds.



The Bond Wagon will set up on Castro street between Eighteenth and Nineteenth streets from 11 a. m. to 2 p. m., and will auction the many pieces of valuable merchandise until they are gone. Bidders receive the amount of their high bid in War Bonds in addition to the merchandise.

Heading the imposing array of radio talent is Clancy Hayes and his Yerba Buena Jazz Band; Ventriloquist Billy Lyons and his dummy, "Little Johnny"; Sonia Shaw, the KGO songstress; Bill Baldwin, KGO director of special features, and his comedy routines, and Scotty Butterworth, the "amateur auctioneer."

A portion of the auction will be transcribed and broadcast later over KGO in order that bidders who participate may have an opportunity to hear themselves buying Bonds to help Uncle Sam.

#### No. 1327's Dance Tomorrow Night

Tomorrow (Saturday) evening, November 14, is the date for the big "Anniversary and Victory Dance," to be given by Production and Aeronautical Lodge 1327 of the International Association of Machinists, at Scottish Rite Auditorium. Among the labor organizations which have grown up in recent years in San Francisco, No. 1327 has been outstanding in its forward advance and the membership looks forward with pleasure to tomorrow evening's event, also inviting friends to be present. Admission will be 75 cents (tax included). Two orchestras, led by Art Weidner and Pete Butti, will furnish the music.

#### War Against Prohibition Drive

All-out war against the prohibition forces was launched at the biennial convention of the Distillery, Rectifying and Wine Workers' International Union.

One hundred and five delegates, representing local unions in the distillery states and in the wine industry of California, attended the convention in New York City.

"Those seeking to foist prohibition again upon the country under the mask of patriotism are stirring up division among the American people at a time when unity is so vital," Matthew Woll, A.F.L. vice-president, told the convention delegates.

Calling upon the labor movement to meet the new campaign of the dries by concerted action, Woll suggested that the A.F.L. revive the National Labor Committee Against Prohibition, which was in the forefront of the successful fight against the Volstead act.

President Joseph O'Neill, of the international union representing workers in the industry, reminded the delegates that "for months, many of the major distillers have been producing alcohol and high wines" to be used in war production. "The huge amount of alcohol required in this war effort could never have been produced if this country was still burdened with national prohibition," he said.

#### Mailer Notes

By LEROY C. SMITH

It is utterly ludicrous to imagine that those delegates at the Colorado Springs convention who voted for the proposition (which is being submitted to referendum next week) to grant the executive council powers of appointing an alleged "editor" of the *Journal* were so naive as not to know that the proposition was none other than one known as "smart politics"—to, if possible, clinch a political party's hold on domination of the officers of the I.T.U. It should, therefore, require no prophet to visualize that the opposition would be given a shorter shrift than they were given at the aforementioned convention. Anyway, it's about time for a lot of members of the I.T.U. to arouse themselves from their apathy and inertia of the dangerous tendencies of opportunists to create official "kings" or "dictators" at I.T.U. headquarters. A fine sample of such a condition is that, through the docile and inert state of mind of many mailers they have a few mailer "kings" who will do, presumably, everything for them, except discontinuing riding on their backs as just so many political parasites. Get out and vote "No" on Proposition No. 5 in the November 18 referendum and defeat the plan of certain I.T.U. opportunists to make the I.T.U. another "progressive" international similar to that of the historic M.T.D.U.

Mailers' Union No. 18 will convene in regular monthly session at the Labor Temple next Sunday, November 15. Among important matters to come before the meeting will be the reports of President Leroy F. Bennetts, who will doubtless enlighten the members on the high spots of the Colorado Springs convention of the I.T.U., and also the report of Secretary-Treasurer Joseph P. Bailey, as President Bennetts' proxy to the California Allied Printing Council's sessions at Fresno. The reports will be a special order of business immediately after roll call (2 p. m.).

Get out and vote on November 18 on the proposed amendments to I.T.U. laws. A sad commentary on the privilege of the ballot is that in the recent State election, 138,648 registered voters in San Francisco did not cast their ballots, and 33,557 voters "ducked" voting on the proposal to purchase the Market Street Railway. Had a reasonable percentage of non-voters gone to the polls, the "hot cargo" measure would not have passed by 6145 in a strong union center like this city.

Arthur Berliner, chairman of the *Examiner* chapel, this week underwent a minor operation for an intestinal ailment, at a local hospital, and expects to return home soon.

#### VOLUNTEERS FOR VICTORY FLEET

As a result of the recent campaign to induce men with former maritime experience to return to sea to man the fast-growing American merchant marine, more than 16,000 merchant seamen and engineers have volunteered to join the Victory Fleet, the War Shipping Administration announces. The majority of the more than 100,000 who have already applied had to be turned down for appointment as not qualifying with sufficient experience. These were referred to the War Shipping Administration training services which enroll apprentice seamen up to the age of 35 or prospective officers between 18 and 23 years of age.

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## S. F. Labor Council

Secretary's Office and Headquarters:  
Labor Temple, 2940 Sixteenth Street (Room 214)  
Headquarters Phone Market 6304

The Labor Council meets every Friday at 8 p. m., at the Labor Temple. The Executive and Arbitration Committee meets every Monday, at 8 p. m. The Organizing Committee meets every Friday, at 7 p. m. The Union Label Section meets the first Wednesday of every month, at 7:30 p. m.

### Synopsis of Meeting Held Friday, November 6, 1942

**Roll Call of Officers**—All present, except President Shelley, who was excused.

**Reading of Minutes**—Minutes of previous meeting approved as printed in the LABOR CLARION.

**Credentials**—Referred to the organizing committee.

**Report of the Organizing Committee**—(Meeting held Friday, November 6, 1942.) Called to order at 7 p. m. by Thomas White, secretary. The following were examined for union labels on wearing apparel, and proof of citizenship, and having been found to have the proper qualifications your committee recommends that they be seated as delegates to the Council: Barbers No. 148, C. C. George. Street Carmen, Division 1004, Frank E. Fehr. Milk Wagon Drivers No. 226, Jack D. Sullivan. Laundry Workers No. 26, Anita Gaspari, Ann Perry.

**Communications**—Filed: Cleaners and Dyers No. 7, are donating one day's salary from each member to the War Chest. U. S. Senator Hiram Johnson, acknowledging receipt of our recent resolution advocating salary increases for postal employees. Supervisor Gerald J. O'Gara, stating that he voted against Proposition No. 1. Automobile Painters No. 1073, inclosing copy of their working agreement effective October 1, 1942. Weekly News Letter from the California State Federation of Labor dated November 3, 1942.

**Donations**: The following contributions were received for the San Francisco War Chest: United Garment Workers No. 131, \$665. collected from members; also a check for \$10 out of \$50 which is to be paid at the rate of \$10 per month for five months by the local union; Newspaper and Periodical Drivers and Helpers No. 921, \$127.50; Elevator Operators and Starters No. 117, two checks (one for \$249.05, the other for \$225); San Francisco Joint Board, International Ladies' Garment Workers, \$3000.

**Communication**—From the San Francisco Building and Construction Trades Council, informing us that Mr. Herbert Hodge, member of the Chauffeurs' Union in London and writer on labor subjects, will visit the Pacific Coast from December 8 to 13. It was recommended that we set an evening and invite Mr. Hodge to address our meeting; recommendation concurred in.

**Bills** were read and ordered paid, after being approved by the trustees.

**Referred to the Executive Committee**: Livermore Veterans' Hospital Christmas Committee, soliciting funds. From Gilbert E. Hyatt, Chief of Labor Section, War Savings Staff, U. S. Treasury Department, regarding Payroll Savings Drive starting November 15. Retail Shoe and Textile Salesmen No. 410, asking that Mr. Joseph Shelley of Rosenthal's Shoe Store, 65 Battery street, be invited to appear before the executive committee and explain his refusal to operate a union store. Building Service Employees No. 87, asking that the Council again call all the unions involved in the Sutro Baths dispute to a special

meeting to discuss the situation as it exists today.

**President Shelley's Special Report**: There was held this morning (November 6), at the Palace hotel, a meeting called by Mr. Robert Littler, newly appointed regional representative of the War Labor Board. Mr. Littler's region includes Washington, Oregon, California, Nevada and Arizona. Mr. Littler outlined the authority vested in his office as he understands to date, and he explained the procedure as so far set up for the approval of mutually-arrived-at wage increases and for the handling of contested cases. Various representatives of unions affiliated with this Council, the Building Trades Council, the Metal Trades Council and the C.I.O. were present. Many questions were asked and answers given where possible. Mr. Littler stated that all unions will receive a copy of the official and directive modifications which are, from time to time, issued by the National War Labor Board. Mr. Littler made one request, the importance of which can be stressed by others present at the meeting who were present at the meeting this morning. That request is that all unions now engaged in negotiations, or which will commence negotiations between now and January 31, notify Mr. Wesley Ash, office of Wage-Hour Administration, or this office of the Labor Council, within the next four days; that is, Wednesday of next week. This will give Mr. Littler some basis for estimating the staff he will need and the procedure that should be set up so that delay in approving agreements may be avoided. The office of the Labor Council was instructed to comply with the request and contact the unions as soon as possible and make the required survey in order that the necessary information may be in Mr. Littler's hands at the proper time.

**Reports of Special Committees**—Brother Johns reported for the Labor Council Committee of the San Francisco War Chest drive. He stated that the campaign in the A.F.L. unions had been slow in getting started but is now getting under way. He urged that the business agents and secretaries not merely be satisfied in having their unions vote a day's pay to the drive, but to follow through and collect this in order that the unions be given credit due them. Almost every other organization in San Francisco is going over the top, but the A.F.L. unions started late and must therefore work doubly hard. He urged that our unions put more "zip" into the drive.

Brother Hare reported for the Blood Procurement Committee of the Council stating that our unions have slowed down sadly in their effort to have their members donate blood. The committee is going to send workers around to the various union meetings, and urges that the unions receive them courteously and let them present their case. Brother Isaacs supplemented the report by further emphasizing the importance of this drive and the saving of lives of our soldiers by a little effort on the part of our unions. San Francisco's program has been said to be the best in the country; the eyes of the other cities and states are upon us, and it behooves us to work and get results in this drive.

**Report of the Executive Committee**—(Meeting held Monday, November 2, 1942.) Called to order at 8 p. m. by Brother O'Connell, Brothers Hagerty and Shelley having been excused. All matters referred to the committee were held in abeyance with the exception of the matter of the Local Joint Executive Board of Culinary Workers and Bartenders requesting strike sanction against the Netherlands hotel, 203 Fourth street; this matter was referred to the secretary to arrange a conference between the union and employer in an attempt to bring about a satisfactory adjustment. Meeting adjourned at 8:35 p. m. The report of the committee as a whole was adopted.

**New Business**—Motion was made and carried, that Brother Edward D. Vandelour, secretary of the California State Federation of Labor, be invited to attend the Council next Friday night, November 13 in order that we might have a discussion on Proposition No. 1 and problems confronting us in the future.

Receipts, \$2,166.55; expenses, \$436.77.

Meeting adjourned at 9 p. m.

Respectfully submitted,

JOHN A. O'CONNELL, Secretary.

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Since the inception of the War Bond program the problem of payroll savings plans for workingmen—electricians, carpenters and others—employed by several different employers in a year has remained unsolved; that is, until San Francisco electrical workers and contractors came up with this workable solution.

John Nunan, president, and Charles Foehn, business agent of Local No. 6 sat down with George Abbott, president of the Electrical Contractors' Association, and Treasury Department representatives. Result: a central office was established and separate accounts were set up for each individual worker. The contractor employing electricians sends the deductions authorized by each individual to the central office. When the money credited to an individual account reaches the purchase price of a War Bond the central bureau, acting on the individual's written instructions, directs the bank holding the funds in a trust account to mail the Bond to the worker. It's a practical set-up and reported as working smoothly. The cost of maintaining the office is paid for half by the Electrical Contractors' Association and half by Electrical Workers No. 6—in other words, the men themselves are paying for the privilege of buying War Bonds!

An advisory board of four trustees—two union members and two electrical contractors—handle the policies of the central office.

## C.D. Needs Men—for Real Work

Do you want the least glamorous job in civilian defense? One thousand men in San Francisco who would be willing to serve in emergency work that is important—but is just plain work, without glamor, glitter or glory—are being sought for membership in the demolition and clearance crews of civilian defense. A call for this number of men has been issued through the central volunteer office of the San Francisco Civilian War Council at 532 Market street, where registration can be made.

The work of these crews comes after a bombing. Streets may be pitted with bomb craters, walls may have fallen into streets and until the clearance crews get to work ambulances, fire apparatus and other emergency vehicles are hampered in reaching and aiding the injured.

Men from 18 years of age upward, who are capable of physical labor, are needed. They will serve with Public Works Department employees, and be trained with them in a 12-hour course of instruction. Following instruction, bi-monthly group drills and practice mobilizations are to be held.

## A.F.L. EXHIBIT AT EXPOSITION

The Women's International Exposition of Arts and Industries, featuring many phases of women's work in the war effort, to be held at Madison Square Garden in New York City, November 19-24, will include an historical exhibit by the American Federation of Labor showing the role the A.F.L. has played from the time of suffrage up to the attack on Wake Island, where some 1200 A.F.L. workmen laid down their tools and took up guns. What has been done since that day in relation to the war effort will be revealed. The exposition will feature the importance of women on the industrial front, including a job information center.

William H. Hansen - - - - - Manager  
Dan F. McLaughlin - - - - - President  
Geo. J. Amussen - - - - - Secretary

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## Committee Appeals to Unions for Aid in Forwarding Program to Procure Pledges for Blood Donations

A communication was forwarded to local unions this week by the committee which is forwarding the A.F.L. Unions' Red Cross Blood Procurement Program, in which was stressed the urgency of the work which the committee has undertaken.

Members of the committee are Arthur Hare (chairman), Stanley G. Isaacs (secretary), Anthony Canella and John E. Byrnes. Headquarters are at 109 Golden Gate avenue, and the chairman can be reached by phoning Hemlock 8966, the secretary through Underhill 5812.

The communication points out that the committee has arranged with the Red Cross to send nurses and volunteer workers to visit union meetings to give the members a realistic picture of the program which is being undertaken. Co-operation, on the part of the unions, is requested in having the privilege of the floor extended to the visitors that they may have opportunity to explain the program—and the great need it represents—and likewise the giving a short time to the Red Cross representatives for the purpose of procuring pledges from the union's members.

The committee's communication emphasizes that it is difficult to understand, when men are dying for our country every day in foreign lands, that many seem to remain smug in the comforts of their own home and apparently indifferent to the aid which they could render in so small a way as that of giving a pint of blood to the Red Cross Procurement Center—a contribution that may save a life. The committee continues: "A chill comes into your heart and you feel sick when you learn that one of yours has been killed in action. Yes, then it is brutal—you awaken to the realization that these men are giving their lives that we and what we stand for may live on."

"A little inconvenience on the part of union members in taking a few minutes to give a pint of blood may be the difference in having one of our boys buried on foreign soil or having him among those who return with the victors," the committee's plea for assistance in its work concludes.

Billiard parlors, pool halls and bowling alleys are now subject to O.P.A. price ceilings.

## Rulings: Wage-Hour Law, Legal Rights of Japanese

In a decision dealing with interstate commerce the U. S. Supreme Court this week held, 7 to 1, that a Texas company which drilled oil wells was subject to the wage-hour law on the ground that "drilling a well is a necessary part of the productive process" of a commodity in interstate commerce.

Another case, involving the right of a Japanese fisherman in California to sue his employer for wages and for injury damages, brought a unanimous decision that "the doors of our courts have not been shut to peaceable law-abiding (enemy) aliens to enforce rights growing out of legal occupations." The opinion said the Government's "legislative and administrative policy is a clear authorization to resident enemy aliens to proceed in all courts until administrative or legislative action is taken to exclude them."

### ON WRONG SIDE OF FENCE

A picknicker was crossing a pasture. "Say," he called to the farmer, "is this bull safe?" "I reckon," the farmer answered, "he's a lot safer than you are."

## Women in California Industry

According to a report from the Division of Labor Statistics and Law Enforcement, the number of women wage earners in manufacturing industries in California in September was the highest in the history of the state, and represented 19.2 per cent of all factory workers employed. In August women constituted 17.8 per cent of the working force.

More women were also employed in non-manufacturing industries in September and they formed a larger proportion of total employees in retail and wholesale trade establishments, laundries, cleaning and dyeing plants, street railway and bus, telephone and telegraph, and light and power utilities, hotels and offices.

In durable goods manufacturing industries, which include aircraft, shipbuilding, machinery, electrical equipment, iron and steel products, non-ferrous metals and their products, stone, clay and glass products, and lumber and furniture, the number of women wage earners increased by 13,700 to 59,400, in September, from 45,700 in August. Women constituted 11 per cent of the factory force in durable goods manufacturing industries in September and 8.8 per cent in August.

Aircraft continued in the forefront with 42,600 women wage earners in September, up nearly 11,000 or more than one-third in one month above the August level of 31,700.

Relatively small increases in foods, chemicals, petroleum products and rubber goods accounted for the increase of 1700 women wage earners in non-durable goods industries to 85,100 in September, from 83,400 in August.

Factories in the San Francisco Bay industrial area, the report reveals, added 1000 women wage earners to their working forces between August and September. Durable goods industries accounted for 600 of this increase. Female wage earners in this group of industries rose to 4500 in September from 3900 in August. The employment of women in non-durable goods industries increased to 21,200 in September, from 20,800 in August.

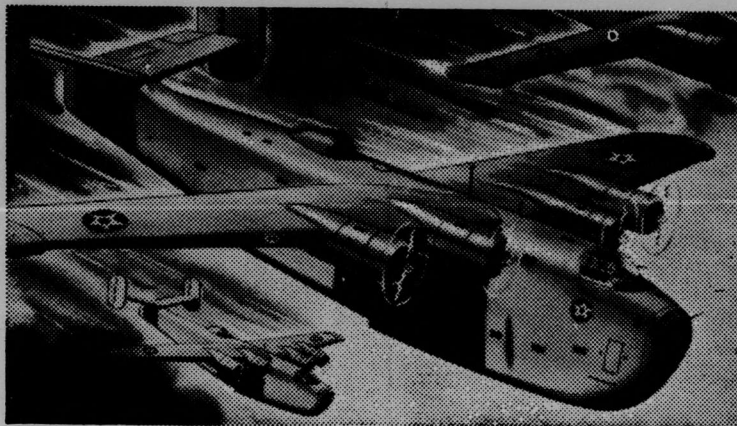
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## Advice to Unions by O.C.D. on Organization of Group Transportation Under Gas Rationing System

[Signed by Norman Jeffrey, Chief, Labor Section, Office of Civilian Defense, the following communication has been addressed to unions, in reference to persons applying for supplemental gasoline, under the rationing system, where such persons are participants in group plans in providing transportation for workers; also outlining procedure for organizing and carrying forward transportation plans.]

Organized labor has a vital concern with the new gasoline rationing regulations, which will become effective November 22, 1942 [NOTE—This date now has been advanced to December 1]. These regulations provide that any person applying for supplemental gasoline must have certification of need to present to the local Rationing Board before his application will be considered. The Labor Section of the Office of Civilian Defense and the Labor Office of the Office of Price Administration have jointly worked out plans whereby labor can co-operate in insuring transportation for their members to and from work.

These plans cover two types of plants: those employing more than 100 persons and those employing fewer than 100 persons. It is important that you are familiar with both, so that all of your members can be informed of the steps they must take to secure supplemental gas—or transportation by car sharing.

### Plants Employing More than 100

Under the new mileage regulations, an Organized Transportation Plan must be set up at most work plants employing 100 or more persons (see last paragraph) before any of the employees can get supplemental gas rations ("B" or "C" books). The official in charge of the Organized Transportation Plan must certify the application of every employee who applies for more gasoline than the four gallons per week allowed by the "A" books.

The O.P.A. regulations define an Organized Transportation Plan as a "plan organized and administered by a joint management-labor committee or some similar group or individual designated by agreement between or with the consent of management and labor for the purpose of transporting, with a minimum use of tires, all workers who require automobiles for transportation to and from their work."

### Plant Conditions Vary

Because conditions vary so greatly from one plant to another throughout the country, the O.P.A. did not feel that it could be more specific in its regulations as to the organization of a transportation plan. It is up to management and labor, where labor is interested, to work out the details on a plant-by-plant or company-by-company basis. O.P.A.'s only requirements are that the plan be honest, efficient and agreeable to management and labor.

The committees that run these plans are going to be important. To a large extent, the amount of mileage which they allow an applicant under mileage rationing will determine the kind of tires the applicant will be able to obtain under tire rationing. We urge every union to take action, immediately, with management, to organize them. To avoid delay in getting men to their jobs, the committees should be set up by November 12, the first day on which the local Rationing Boards will accept applications for supplemental rations for use after November 22, 1942. [Note, again, the abovementioned change in date.]

### Applicant to Carry Four Passengers

It is expected that the official in charge of the Organized Transportation Plan will certify to the occupation, place of employment and the mileage needs of the applicant. With respect to the last point, the

certification is not to be made unless the official of the Organized Transportation Plan to the best of his knowledge and belief knows that the applicant is carrying four persons (including the driver) in his car in driving to and from work and in carrying on his work, and that if there are less than four persons carried in the car, including the driver, that alternative means of transportation are inadequate and that the applicant is carrying as many passengers as is feasible.

### Board to Accept Certification

After the application has been certified to by the official in charge of the Organized Transportation Plan, it will go directly to the local Rationing Board. It is expected that the local Rationing Board will accept the certification without further inquiry unless there is evidence of unsatisfactory work on the part of the plant committee.

The Highway Advisory Committee to the War Department and the Office of Civilian Defense are assisting in setting up Transportation Plans at the plants covered by this Regulation. In addition, the War Department is sponsoring group riding plans on an experimental basis in some 75 plants. Wherever these departments or agencies are active in plants in which you are interested, offer them your co-operation. However, your first step should be to have the appropriate officer of your union get in touch with the management at the plants where you have membership, and tell them that you want to help set up the Plan.

### Suggestions Offered

[The communication here makes several suggestions to help in solving some of the problems which may arise, such suggestions in brief being that it is preferable to have a single committee act for all workers in the plant; that the committee may act as a subcommittee of the W.P.B. Production committee; that the representation—labor and management—on the committee should be worked out locally; and of who should be selected by unions to serve on the committees. The communication then continues:]

The plants which are covered by this section of the regulations are as follows: "Power generation or

## Sugar Company in Florida Is Charged with Peonage

Federal grand jury indictments have been returned at Tampa, Fla., against the United States Sugar Corporation, its personnel manager and three of its camp superintendents, charging them with holding negro sugar workers in conditions of peonage.

An indictment also was returned against Sheriff Jeff Wiggins of Glades county, charging him with working county prisoners on his own farm without pay, in violation of the federal civil rights and anti-peonage statutes.

District Attorney Phillips said the indictment grew out of an investigation following complaints received that the sugar corporation recruited negro workers in southern states for employment on its plantations near Clewiston, offering free transportation. Upon arrival, the men said they were notified that they were indebted to the company for the cost of transportation and that the debt had to be worked out before they could leave. Workers who attempted to escape were caught and returned to the plantation, Phillips declared.

transmission facility, public utility, transportation or communication facility, or agricultural, extractive, industrial, military or naval establishments at which more than 100 persons are employed."

### Plants Employing Fewer Than 100

In plants of fewer than 100 employees similar efforts should be made in the plant to create car-sharing clubs. In this case, certification is made by the War Price and Rationing Boards instead of by joint management-labor transportation committees. Where it is found in any plant that an employee does not live in the same locality with other employees of the same plant, he should be instructed to consult his Civilian Defense or block neighborhood leader in the hope that he may share his car with others in his neighborhood whose destinations are on the route to his own destination. Where the block or neighborhood leader system has not yet been organized, he should consult the local transportation committee or the local Defense Council.

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## "We Don't Patronize" List

The concerns listed below are on the "We Don't Patronize" list of the San Francisco Labor Council. Members of labor unions and sympathizers are requested to note this list carefully from week to week:

Adam Hat Stores, Inc., 119 Kearny.  
Advance Pattern Company, 552 Mission.  
American Distributing Company.  
Austin Studio, 833 Market.  
Avenue Hotel, 419 Golden Gate.  
Becker Distributing Company.  
Bruener, John, Company.  
B & G Sandwich Shops.  
California Watch Case Company.  
Chan Quong, photo engraver, 680 Clay.  
Curtis Publishing Co. (Philadelphia), publishers of *Saturday Evening Post*, *Ladies' Home Journal*, *Country Gentleman*.  
Desenfant, A., & Co., manufacturing jewelers, 150 Post.  
Doran Hotels (include St. Regis, 85 Fourth St.; Mint, 141 Fifth St.; Hale, 939 Mission St.; Land, 936 Mission St.; Hillsdale, 51 Sixth St.; Grand Central, 1412 Market St., and the Ford Apartments, 957 Mission St.).  
Drake Cleaners and Dyers.  
Forderer Cornice Works, 269 Potrero.  
Gantner & Mattern, 1453 Mission.  
Gates Rubber Company, 2700 Sixteenth Street.  
General Distillers, Ltd., 136 Front St.  
Golden State Bakers, 1840 Polk.  
Goldstone Bros., manufacturers of overalls and workmen's clothing.  
Lucerne Apartments, 766 Sutter.  
Mirsky, B., & Son, wholesale cigars and tobaccos, 468 Third St.  
M. R. C. Roller Bearing Company, 550 Polk.  
National Beauty Salon, 207 Powell.  
Navale Seed Company, 423 Market.  
O'Keefe-Merritt Stove Co. Products, Los Angeles.

Pacific Label Company, 1150 Folsom.  
Purity Springs Water Company, 2050 Kearny.  
Remington-Rand, Inc., 509 Market.  
Romaine Photo Studio, 220 Jones.  
Royal Typewriter Company, 153 Kearny.  
Sealey Mattress Company, 6699 San Pablo Avenue, Oakland.  
Sherwin-Williams Paint Company.  
Sloane, W. & J.  
Smith, L. C., Typewriter Company, 545 Market.  
Speed-E Menu Service, 693 Mission.  
Standard Oil Company.  
Stanford University Hospital, Clay and Webster.  
Sutro Baths and Skating Rink.  
Swift & Co.  
Time and Life (magazines), products of the unfair Donnelley firm (Chicago).  
Underwood Typewriter Company, 531 Market.  
Val Vita Food Products, Inc., Fullerton, Calif.  
Wooldridge Tractor Equipment Company, Sunnyvale, California.  
All non-union independent taxicabs.  
Barber Shops that do not display the shop card of the Journeymen Barbers' Union are unfair.  
Beauty Shops that do not display the shop card of the Hairdressers and Cosmetologists' Department of the Journeymen Barbers' International Union of America are unfair.  
Cleaning establishments that do not display the shop card of Retail Cleaners' Union No. 93 are unfair.  
Locksmith Shops which do not display the union shop card of Federated Locksmiths No. 1331 are unfair.

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